



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

## Best for Vets: Employers 2011

This document contains respondents between 55 and 55 inclusive.

Welcome to the Military Times EDGE "Best for Vets: Employers" survey.

A few notes before you get started:

If you quit the survey before pressing "submit" on the final page, your answers will be saved. You can return to the survey to change or add answers by clicking on the emailed link again. At the end of the survey, you will have a chance to review your answers and print a copy for your records. You cannot return to the survey once you click "submit." If you need to make changes after submitting, contact Cecilia Hadley (chadley@militarytimes.com or 703.642.7387).

Thank you for your time and interest.

Are you filling out this survey on behalf of all of the company's divisions and/or subsidiaries?

- Yes
- No
- Not applicable

If not, please state which divisions and/or subsidiaries your responses cover.

URS Federal Services

Section 1 of 4: Recruiting veterans

Does your company specifically recruit U.S. military veterans?

- Yes
- No

**If so, what strategies does your company use to recruit veterans?**

- Attending military-specific job fairs
- Posting job openings on military-specific job boards
- Advertising in military-specific publications and websites
- Maintaining an employment website directed at veterans
- Contracting recruiters that specialize in veterans hiring
- Developing relationships with Local Veterans Employment Representatives
- Developing relationships with local Guard and Reserve units
- Developing relationships with the military Transition Assistance Program
- Developing relationships with student veterans groups and/or colleges
- Developing relationships with professional military associations
- Developing relationships with veterans service organizations
- Recruiting through current veteran employees
- Participating in the Employer Partnership of the Armed Forces
- Participating in Employer Support of the Guard and Reserve
- Participating in the Army Partnership for Youth Success program

Other

.....

**How many military job fairs did your company attend in fiscal 2010?**

- 1 to 10
- 11 to 20
- 21 to 30
- 31 to 40
- 41 to 50
- More than 50

Other

.....

**Please list the URL address of your company's military employment site.**

Website

<http://www.urscorp.com/Careers>

**Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?**

- Yes
- No

**If so, how many?**

Number

12

**How many of those employees are veterans themselves?**

Number

10

**Do recruiters and hiring managers receive any training in military culture, structure or career paths?**

- Yes
- No

**If so, who receives this training?**

- All recruiters
- Some recruiters
- All hiring managers
- Some hiring managers

Other

.....

**How often?**

- Once
- Annually
- Biannually
- Quarterly

Other

.....

**Do veterans receive any special consideration in your company's hiring process?**

- Yes
- No

**If so, how?**

- All veterans applications are marked and/or tracked as veterans
- All veterans are given contact information for staff members who work specifically with veterans
- All veterans are contacted directly by staff members who work specifically with veterans

Other

.....

**What percentage of your recruiting budget for the last complete fiscal year was dedicated to recruiting U.S. military veterans?**

- Zero percent
- 1 to 10 percent
- 11 to 20 percent
- 21 to 30 percent
- 31 to 40 percent
- More than 40 percent
- Do not know
- Do not disclose

**How many new hires did your company make in the U.S. in fiscal 2010?**

Do not know

Do not disclose

Number

3649

**How many of those new hires identified themselves as military veterans?**

Do not know

Do not disclose

Number

.....

**How many of those new hires identified themselves as disabled military veterans?**

Do not know

Do not disclose

Number

343

**Does your company dedicate any effort and resources specifically to hiring disabled veterans?**

Yes

No

**If so, what strategies does your company use?**

Assigning staff specifically to recruit and/or work with disabled vets

Working with Defense Department and/or VA entities responsible for disabled vets

Working with veteran service organizations dedicated to disabled vets

Attending job fairs specifically for disabled vets

Providing job-search help specifically to disabled vets

Providing skills training specifically to disabled vets

Providing internships specifically for disabled vets

Other

.....

**Is there anything else you would like to tell us about your company's recruitment and hiring of disabled veterans?**

Various offices work with local Wounded Warrior organizations.

**Does your company have an active hiring program for active-duty military spouses?**

Yes

No

# Is there anything else you would like to tell us about your company's recruitment and hiring of military veterans?

Sample of various recognitions and awards for military hiring:

2011 Top Military Friendly Employer – G.I. Jobs, ranked #4  
Marian Hyder, VP, Talent Management invited to serve on G.I. Jobs Editorial Board  
2010 Top 100 Military-Friendly Employer—G.I Jobs  
2009,2010, 2011 Most Valuable Employers—Civilianjobs.com  
2011 National Veteran-Owned Business Association -10 Best US Corporations for Veteran-Owned Businesses

2009 Northeast Texas Workforce Transition Award  
2008 National “Large Employer of Veterans” of the Year—American Legion  
Employer of the Year, 2008-2009—Texas Veterans of Foreign Wars (VFW)  
Mentorship Volunteer—American Corporate Partners  
Wounded Warrior Program  
Employer Support of the Guard and Reserve  
Partnership for Youth Success (PaYS) Program—U.S. Army  
The Army Reserve Partnership Initiative

## Recruiting Programs

(This list includes examples and should not be considered a comprehensive list.)

- The URS Federal Services Recruiting Team (NRT) in Fayetteville, GA developed a Hot Job Announcement (HJA) notice several years ago and continues to use this process. Once notice of a new position is received, an email is sent the HJA to 225+ Military Transition offices worldwide, 1,200+ Department of Labor offices and 200+ Technical Schools within the United States. These offices in turn post the HJA for transitioning military candidates or candidates visiting their local DOL office.
- URS is a member of Direct Employers which automatically posts our jobs to numerous state and national job banks and to military related websites. Many of our recruiters participate in Veteran focused webinars.
- The URS Federal Services HR Department holds weekly conference calls with our HR & Recruiting Staff (100+) to focus on programs, initiatives, training, etc. We have frequently covered topics related to our military partnerships and initiatives.
- Our recruiting team regularly sources candidates from the following military focused websites:

<http://www.togetherweserved.com>/<http://www.corporategray.com/>

<http://www.maritimejobs.com/> [www.dice.com](http://www.dice.com)

[www.taonline.com](http://www.taonline.com)[www.militaryhire.com](http://www.militaryhire.com)

[www.moaa.com](http://www.moaa.com)[www.transitioncareers.com](http://www.transitioncareers.com)

[www.clearancejobs.com](http://www.clearancejobs.com)[www.m4l.usmc.mil](http://www.m4l.usmc.mil)

[www.acap.army.mil](http://www.acap.army.mil)[www.hireaahero.com](http://www.hireaahero.com)

[www.vetjobs.com](http://www.vetjobs.com) [www.helmet2hardhats.com](http://www.helmet2hardhats.com)

[www.aviationemployment.com](http://www.aviationemployment.com)

**What percentage of your current U.S. employees have identified themselves as veterans?**

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- 21 to 25 percent
- More than 25 percent
- Do not track
- Do not disclose

**What percentage of your company's executive-level employees have identified themselves as veterans?**

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- More than 20 percent
- Do not track
- Do not disclose

**Does your company's orientation and/or onboarding process include any elements specifically for military veterans?**

- Yes
- No

**Does your company have any training programs (e.g., management training, skills training) exclusively or primarily for veterans?**

- Yes
- No

**Does your company have an employee affinity or resource group specifically for veterans and/or reservists?**

- Yes
- No

**Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?**

- Yes
- No

**Does your company accept military experience in lieu of technical certification in any fields?**

- Yes
- No

**If so, please describe the policy.**

Review DD214 & resumes for relevant experienc and skills

**Does your company observe Veterans Day?**

- Yes
- No

**If so, check all that apply.**

- Paid holiday for all or most employees
- Paid holiday for veteran/reservist employees
- Ceremony or event to recognize veteran/reservist employees
- Other recognition for veteran/reservist employees

Other

.....

**Is your company involved in any programs to prepare service members for civilian careers?**

- Yes
- No

**If so, how is your company involved?**

- Assisting with classes/workshops organized by the military Transition Assistance Program or Army Career and Alumni Program
- Assisting with classes/workshops organized by veterans service organizations
- Participating in the Secretary of Defense Corporate Fellows Program
- Participating in the American Corporate Partners program

Other

.....

**Is your company involved in any efforts/programs to promote the hiring of veterans in the business community?**

- Yes
- No

**If so, please describe your company's involvement.**

Attend and or sponser events supporting military causes. Many managers participate and support local veterans organizations.

MORE INFO IN ANOTHER RESPONSE 2 QUESTIONS DOWN

**Does your company make any special accommodations for employees who are military spouses?**

- Yes
- No

**Is your company involved in any other military or veterans' causes or organizations?**

- Yes
- No

**If so, please list the organizations and describe the nature of the company's involvement.**

## Veterans' Outreach, Training, Transition Programs

(This list includes examples and should not be considered a comprehensive list.)

### Wound Warrior Support examples

- The Aberdeen, MD office is in the initial stages of working with the military authorities at Aberdeen Proving Ground (APG), MD and the local chapter of the Association of the United States Army (AUSA) to implement the APG Wounded Warrior Program. This is an innovative career building opportunity for disabled veterans. In addition, the Maryland Governor's office has specifically requested URS' involvement in the hiring of disabled veterans in our area.
- The Dahlgren, VA office participates in the: Military Affairs Council, King George/Fredericksburg/Quantico job fairs and Wounded warriors golf tournament fund raiser, Gov't/Business Area Breakfast Club
- VP, Talent Management attended the National Capital Region (NCR) Wounded Warrior Hiring and Support Conference 2-3 Feb 2010 (DON/NAVSEA)
- Emmanuel Vouvakis in our Huntsville, AL office works very closely, in many cases one-on-one, with Wounded Warriors through Semper Fi. He has many contacts here in Huntsville he targets to try to find these vets jobs.
- Our Senior Executive team donated a combined \$1,800 to the Injured Marine Semper Fi fund to help injured Marines and their families.
- URS is a corporate sponsor of the AUSA-APG golf tournament, which raises funds to benefit the Wounded Warrior Program.

### Holiday Stockings for the Troops

For the 2009 Holiday Season, URS Federal Services donated 1,000 stocking for the Troops.

- Groups which participated in the Adopt-a-Platoon donations to soldiers during the holidays included PROS; Randolph Maintenance; UFT; SIAD; Austin, TX; New Boston, TX; and Lakehurst, NJ.
- URS Federal Services at Crystal City (Alexandria, VA) participates in the adopt-a-platoon program and send care packages monthly.
- The URS office in Germantown, MD participated in the Adopt a Platoon and sent them an extensive package of desired items. Second campaign is currently underway.
- ANCDF participated in the Adopt-A-Platoon program in November/December 2009. The overwhelming response by our employees allowed us to send stockings to two deployed units (a total of 100 personnel), one in Kandahar, Afghanistan and one unit in Talil Air Base, Iraq.
- Las Vegas: Note from 4th Infantry Brigade Combat Team, 4th Infantry Division Forward Operating Base Fenty, Afghanistan thanking URS for support: "Anyway, just wanted to say thank you for your support. The stockings were great! A day before I got them in the mail, I was telling my Soldiers how I wished I had ordered some online. Now we've got stockings all over the walls, lol."
- Cleveland Office donated holiday stocking care packages to the Fire Fighters - Kirkuk AFB, Iraq
- Our Middletown RI office held a hat, mitten, scarf drive (and one employee knit several afghans) and gave some to the RI Veterans Action Center, the other half was to Child and Family Services. This office also did a food drive for the RI Veterans Action Center in November.
- Cleveland Office supported the 506th Expeditionary Civil Engineer Squadron during the holiday season.
- The Huntsville, AL office took part in WHNT News 19 on air customized holiday greetings taped by soldiers abroad whose hometowns are here to honor our local heroes. Our Huntsville, AL office sponsored 120 Solider Greetings throughout the holiday season.
- Our Stafford, VA and Dahlgren, VA offices participates in the adopt-a-platoon program and send care packages monthly.
- Umatilla sent 57 stocking to military personnel for Christmas presents

### Examples of other support for/to Veterans

- URS continues to participate in the American Corporate Partners mentoring program for veterans. There are 88 mentors who have volunteered and 56 mentors matched and working. On 14 December 2009 we held a networking social for protégés with the entire URS Federal Services Staff. Paul Wolfowitz and his wife attended. We also had invited guests from IBM and GE. In April 2010, the URS Corporate Office in San Francisco also held a networking social.
- Four URS Senior Executives attended a dinner with newly injured troops in Washington, DC in December 2009. These were injured service members from all branches of the service.
- Paul Gomez, Program Manager at our Crane, ID site was recognized for his support of employees serving in the National Guard – EG&G recognized by the Employer Support of the Guard and Reserve (ESGR) National Committee with a Patriot Award as an outstanding employer of individuals serving in the National Guard and Reserve Forces.
- The Anniston, AL office sponsored a hole in an Army Emergency Relief Fund golf tournament for the Anniston Army Depot.
- On Friday, June 25, Environmental Compliance Manager Brian Brasher accepted the prestigious "Above and Beyond Award" from the Alabama Committee for Employer Support of the Guard and Reserve (ESGR) group recognizing the Anniston Chemical Agent Disposal Facility (ANCDF) for its support of the National Guard and the United States Army Reserves.
- Three senior managers from our Arlington, VA office attended the annual Submarine League Benefactors Day on 3/4 February.

•Three senior managers from our Arlington, VA office attended the annual Submarine League Benefactors Day on 3/4 February.

•Manager from our Stockton, UT office is the President of the Tooele Elks Lodge.

•A senior Manager from our Stockton, UT office is the Base Commander for the U.S. Submarine Veterans group in Utah. On 6 August 2010 we met at the memorial for the USS Harder, a submarine lost on 24 Aug 1944 to Japanese depth charges, located in the Utah Veterans Cemetery adjacent to Camp Williams for our annual USS Harder remembrance meeting.

•A Huntsville, AL Senior Director serves on the Board of Directors for NDIA (National Defense Industrial Association) and serves on the scholarship committee. He is also a member of the local SAME (Society of American Military Engineers) chapter.

•Several senior managers attended and supported the 160th SOAR (Special Operations Aviation Regiment) Annual Ball and Recognition Ceremony.

•Our Lakehurst, NJ Office works regularly with the transition director at the Joint Base for McGuire AFB, Lakehurst and Fort Dix to provide information on upcoming job opportunities.

•Supported four AVCRAD (Army Air National Guard) open house events—booth/display and recognition program support.

•Our Umatilla, OR office participated in a Mock interview program for Veterans sponsored by Worksource, WA. They brought in Veterans and we had a recruiter on the interview panel to help prepare the Veteran for interviews.

•Our Pine Bluff, AK site sent care packages to a deployed employee, as well as his entire infantry in Iraq over the holiday season in December 2009. Also, Odell Nickelberry received recognition on behalf of URS from the Department of Defense for extraordinary support of employees, whom are members of the Arkansas National Guard and Reserve on June 23, 2010.

•Our Las Vega, NV Staffing Manager has been a member of the Non-Commissioned Officers Association for 20 yrs.

•One of our Las Vega, NV Recruiter continues to be a speaker at TAP transitional training classed at Nellis AFB and participates at least twice a year.

•MRAP employee Karla Naverez has volunteered more than 300 hours for Homes for Our Troops and has assisted in building two homes for local soldiers returning to war. They plan to build three more homes by the end of the year.

•Our Dayton, OH office participates in the monthly Transition Assistance Program (TAP) at WPAFB. This participation consists of assisting transitioning military personnel with resume preparation and conducting mock interviews. Twice a year, the Dayton Office Senior Manager is the primary speaker and presenter of transition related materials to the attendees.

•Dayton, OH office: Mary Jane Jernigan, Program Manager, is the chapter president of the Association of the United States Army (AUSA) at Aberdeen Proving Ground. The APG chapter was voted as the #1 chapter this year in a world-wide ranking. Under Mary Jane's leadership, URS and/or the local AUSA chapter provides support in the following areas:

oSponsorship of AUSA symposia

oSponsorship of local AUSA meetings

oProvide meeting space for AUSA Board meetings

oSponsorship of the APG Wounded Warrior Program

oSponsorship of the annual AUSA-APG golf tournament

oParticipation in change of command ceremonies at APG

oParticipation in Family Readiness Group meetings and events

oSponsorship of a deployed unit through monthly care packages and letters

•The Crane, IN office: Crane Cycle Fest (Ride 2 Recovery) held May 22, 2010 with total participation of approximately 500; our location provided sponsorship and provided 20 volunteers and 3 riders for the event; purpose is to raise dollars for the organization which provides assistance to disabled vets

•CRANE, IN Employees participate and/or provide financial support to the following: MOAA

oNaval Academy Alumni Association - Supports... Service Academy Business Resource Directory, Service Academy Career Conference and Joint Service Academy Jobs

oCrane Learning and Employment Center – nonprofit agency that provides assistance to Disabled Veterans in employment search, returning to school etc.

oAmerican Legion

oOperation Troop Aid – charity organization that sponsors special fundraiser events to support the purchase of care packages to send to the troops overseas

oEmployee created outreach effort to send care packages to soldiers 'Winning Hearts and Minds'

oMarine Corps Association

oDisabled Veterans of America (member and financial support)

oNavy and Marine Corp Relief Society which assists active duty and retired military members and their families in times of need

oToys for Tots (Christmas donation for needy children organized by the Marines)

oParticipated in the AdoptaPlatoon Christmas Campaign – 70 stockings were shipped

oParticipated in the AdoptaPlatoon Christmas Campaign – 70 stockings were shipped

oSent care packages to Crane employee and his National Guard unit stationed in Iraq; Red Horse Squadron; group of nurses at the Kandahar hospital and a group with the 101st

oSoldiers' Angels – provides aid (i.e. care packages and letters) to men and women serving in the US Army, Marines, Navy, Air Force, Coast Guard, veterans and their families

oFeed the Stable – packages distributed to men and women in need of supplies or food because of the remote location in Afghanistan.

•VP, Talent Management attended the Military Spouse Luncheon in Washington, DC in May 2010.

•VP, Talent Management serves on the G.I. Jobs Editorial Review Board.

•Clearance Jobs recognizes URS Recruiters:

oDuring each of the Cleared Job Fairs held throughout 2009, participating security cleared job seekers were given the opportunity to vote for the nation's top recruiting experience from a pool of employers and defense contractors seeking professionals with active security clearances. Over 5,000 job seekers in the security cleared marketplace have since selected more than 140 recruiters from government contractor companies as the best in the industry nationwide.

"Job fairs can be a trying experience on both the recruiters and the job seekers. By making this a pleasurable experience, everyone wins. The recruiters recognized as 'best' are those who miss lunch, don't take breaks and talk with every job seeker who comes to their booth", says Kathleen Smith, CMO, ClearedJobs.Net. "It is an honor to have these hard working recruiters at our Cleared Job Fairs."

### Section 3 of 4: Reserve policies

**Has your company signed a Statement of Support with the Employer Support of the Guard and Reserve, the Defense Department agency that promotes cooperation between reservists and civilian employers?**

Yes

No

**Has your company received any awards from the Employer Support of the Guard and Reserve?**

Yes

No

**If so, please check all that apply.**

Patriot Award

Above and Beyond Award

Pro Patria Award

Freedom Award

**Does your company have any policies to accommodate or support reservists fulfilling their reserve duty -- typically one weekend a month, two weeks a year?**

- Yes
- No

**If so, please describe them.**

Military Leave - Regular full-time employees who are members of a Military Reserve Organization, and are ordered to temporary training duty, are paid the difference by which their straight time pay exceeds their military pay, excluding travel allowances. Payment is made for up to ten (10) days of training in any one calendar year.

Employees called to active duty will be eligible for the differential pay described above for a period up to three (3) months. Additionally, supplemental pay may be extended based on personal hardship. Hardship cases will be reviewed and approved by the applicable HR Director and Division Vice President/General Manager.

Employees requesting a Military Leave must furnish Human Resources with a copy of their official orders before their dates of duty. At the completion of military duty, employees must submit a payment voucher, as soon as practical. Benefits for employees placed on Military Leave will be handled in accordance with the Company's

Personal Leave of Absence policy with one exception. For those employees called to active duty, they continue to pay their biweekly deductions for health and/or dental if applicable for the first 30 days (as opposed to paying for the full premiums immediately).

Employees may choose to use their accrued annual leave for military leave. Employees who take their accrued annual leave will receive their regular salary with no subsequent reduction for pay received from the military.

**Does your company have any policies to accommodate or support reservists called to active duty?**

- Yes
- No

**If so, what best describes them?**

- Pay
- Benefits
- Personal support

**Reservist pay**

**What best describes your company's pay for eligible activated reservists?**

- Their full civilian pay, in addition to their military pay
- The full difference between their civilian pay and their military pay
- A percentage of the difference between their civilian pay and their military pay
- A combination of full and differential pay

## Is there any limit on how long activated reservists receive differential pay?

No limit

Limit:

3 months

## How is the differential pay calculated?

Regular full-time employees who are members of a Military Reserve Organization, and are ordered to temporary training duty, are paid the difference by which their straight time pay exceeds their military pay, excluding travel allowances. Payment is made for up to ten (10) days of training in any one calendar year. Employees called to active duty will be eligible for the differential pay described above for a period up to three (3) months. Additionally, supplemental pay may be extended based on personal hardship. Hardship cases will be reviewed and approved by the applicable HR Director and Division Vice President/General Manager. Employees requesting a Military Leave must furnish Human Resources with a copy of their official orders before their dates of duty. At the completion of military duty, employees must submit a payment voucher, as soon as practical. Benefits for employees placed on Military Leave will be handled in accordance with the Company's Personal Leave of Absence policy with one exception. For those employees called to active duty, they continue to pay their biweekly deductions for health and/or dental if applicable for the first 30 days (as opposed to paying for the full premiums immediately).

## Are reservists who volunteer for active duty eligible for continued pay?

Yes

No

## Are there any other restrictions on who is eligible for continued pay?

N/A

## Is there anything else you would like to tell us about your company's pay policy for activated reservists?

No

## Reservist benefits

**What benefits does your company offer activated reservists? Check all that apply.**

- Medical insurance
- Life insurance
- Promotion opportunities
- Pay raises
- Profit sharing
- Retirement fund contributions
- Sick days
- Vacation day accrual

Other

.....

**Does the medical insurance cover dependents?**

- Yes
- No

**Is there any time limit on medical coverage?**

- No limit

Limit:

4 months and then eligible for COBRA

**Does the life insurance cover dependents?**

- Yes
- No

**Is there any time limit on life insurance coverage?**

- No limit

Limit:

4 months and then eligible for COBRA

**Are reservists who volunteer for active duty eligible for these continued benefits?**

- Yes
- No

**Reservist support services**

**What kinds of support services does your company offer activated reservists and their families? Check all that apply.**

- Financial assistance
- Contact with and personal support for the family
- Contact with and personal support for the service member
- Farewell and/or welcome home events
- Programs or policies to ease reintegration
- Paid time off before or after deployment (in addition to regular vacation days)

Other

.....

**Are reservists who volunteer for active duty eligible for these support services?**

- Yes
- No

**Section 4 of 4: Company, contact info**

# Tell us more about your company.

## Company

URS Federal Service

## Headquarters

Germantown, MD

## Number of U.S. employees

14,900 (Includes CONUS & OCONUS)

## Number of worldwide employees

.....

## Fiscal 2010 revenue

2.8B

## Website

[www.urs.com](http://www.urs.com)

## Employment website

[www.bestworkofyourlife.com](http://www.bestworkofyourlife.com)

## Please describe your company's products and/or services briefly.

URS Corporation is a leading provider of engineering, construction and technical services for public agencies and private sector companies around the world. The Company offers a full range of program management; planning, design and engineering; systems engineering and technical assistance; construction and construction management; operations and maintenance; and decommissioning and closure services for power, infrastructure, industrial and commercial, and federal projects and programs

As a major U.S. federal contractor, URS provides critical support to the Departments of Defense and Homeland Security, the Intelligence Community, the Department of Energy, NASA, and other federal agencies. Our services range from planning and design through construction and operations and maintenance to decommissioning and closure.

For example, as part of our operations and maintenance services for specialized government installations, URS provides mission-focused institutional support to the research and daily operations of NASA's facilities at Kennedy Space Center and Marshall Space Flight Center. We also manage operations at the DOD's National Radar Cross-Section Test Facility.

URS modernizes weapons systems, refurbishes military vehicles and aircraft, trains pilots and manages military and government facilities. In addition, we plan, design and construct hangars, and government buildings, provide logistics support for military operations and help decommission former bases for redevelopment.

The Company also is a leader in global threat reduction programs, which eliminate nuclear, chemical, biological and conventional weapons around the world. We have helped clean up more of the Cold War's chemical and radioactive legacy than any other company.

For the Department of Energy, we manage complex programs and facilities—including national laboratories—and our specialized expertise in all aspects of nuclear safety provides operational, consulting and project support services to government and business clients around the world.

In Europe, we manage one of the world's most complex nuclear waste cleanups for the United Kingdom Nuclear Decommissioning Authority, in Australia we provide environmental services to the Department of Defence as well as other national agencies and in Panama we helped permit the expansion of the Panama Canal for the Panama Canal Authority.

**Please check this box to confirm that you answered these questions accurately and to the best of your ability.**

I have answered these questions accurately and to the best of my ability.

**Click here to review your answers or print a copy for your records before submitting. Just be sure to return to this page and click "Submit."**

**&copy; 2011 Military Times EDGE Magazine**